3.11 Population and Housing

This section evaluated the Project's potential effect on population and housing resulting from the construction and operation of the Project.

3.11.1 Study Area

The Study Area is equivalent to the Project Site and the communities in the immediate vicinity, including, but not limited to Finntown, Fairhaven, and Samoa, which could potentially be impacted if the Project requires housing or induces population growth.

3.11.2 Setting

The nearest residential areas to the Project Site are the unincorporated communities of Finntown, Fairhaven, and Samoa which are located approximately one mile from the Project Site. Finntown contains approximately ten homes and has an estimated total population of 28 people (GHD and SHN 2018). The town of Samoa has a population of 258 people, and Fairhaven has a population of 187 people and approximately 66 houses (GHD and SHN 2018).

3.11.3 Regulatory Framework

Federal

There are no federal regulations that apply to the proposed Project related to population and housing resources.

State

There are no state regulations that apply to the proposed Project related to population and housing resources.

Local

Regional Housing Needs Assessment (RHNA) Land Inventory

The Project Site is not listed in the land inventory. This means that the Project Site has not been identified as suitable for housing development.

Local Coastal Program - Humboldt Bay Area Plan (HBAP)

3.16 Housing – Housing Opportunities

Housing opportunities for persons of low and moderate income shall be protected, encouraged, and where feasible, provided. New housing in the coastal zone shall be developed in conformity with the standards, policies, and goals of local housing elements adopted in accordance with the requirements of subdivision (c) of Section 65302 of the Government Code.

A. PLANNED USES Because only a moderate increase in residential development is planned within the coastal zone, the direct provision of housing for low and moderate-income households is not possible. The development policies, however, support actions of the Humboldt Housing Authority to protect, if feasible, existing low and moderate income housing. Within the urban limit a large portion of the housing - notably in the Manila and Fields Landing areas – is low and moderate-income housing. These policies will protect existing units from demolition, therefore will protect the existing housing stock.

3.11.4 Evaluation Criteria and Thresholds of Significance

Evaluation Criteria	Significance Thresholds	Sources
Would the Project induce substantial unplanned population growth in an area, either directly (for example, by proposing new homes and businesses) or indirectly (for example, through extension of roads or other infrastructure)?	Creation growth that does not comply with the residential densities described in the Humboldt Bay Area Plan.	CEQA Guidelines Appendix G, Checklist Item XIV (a)
Would the Project displace substantial numbers of existing people or housing, necessitating the construction of replacement housing elsewhere?	Displacement of 25 or more households	CEQA Guidelines Appendix G, Checklist Item XIV (b)

3.11.5 Methodology

Potential impacts to population and housing are evaluated for both the construction and operational phases. This evaluation considers whether the Project would affect the current population and housing stock.

3.11.6 Impacts and Mitigation Measures

Impact POP-a: **Would the Project induce substantial unplanned population growth in an area, either directly (for example, by proposing new homes and businesses) or indirectly (for example, through extension of roads or other infrastructure)? (Less than Significant)**

Terrestrial Development

The Terrestrial Development would not be growth inducing and would not propose or result in new homes directly or indirectly. The Project is estimated to provide approximately 150 full time employment opportunities. Nordic anticipates that less than 10 of these positions would be filled with employees from outside of the Humboldt Bay Area due to the highly specialized experience required and the scarcity of these resources in the local market. The remaining positions, approximately 140 full time positions, are anticipated to be filled by local residents. Nordic is currently working with Humboldt State University, College of the Redwoods and Humboldt County Office of Education to support the engagement, education and training of local students and residents to help address future workforce needs. Developing a local workforce and implementing robust on-the-job training and advancement programs is therefore anticipated to reduce the need for outside-the-area recruitment and the demand on housing. Table 3.11-1 shows the different positions and relative experience required.

Table 3.11-11 Overview of Required Employees and Associated Education and Experience

Position	Education / Experience	Number of Positions
Management		
President	Positions range from 5-10 years´ experience and up. Educational levels are anticipated to be bachelor´s and/or master´s degrees.	7-9 FTEs. Because some of these positions are highly specialized, Nordic anticipates that 3-5 of these positions may be recruited from outside of Humboldt initially.
Hatchery		
Production		
Processing		
RAS / WTTP Technology		
Finance		
Quality Control		
Human Resources		
Administrative Support Staff		
Community Outreach	Positions range from 3-5 years of experience to 10+ years' experience. Educational levels range from associate to master´s degrees.	10-11 FTEs. Nordic anticipates that these positions will be filled by local resources.
Office Manager		
Controlling / Accounting		
Buyer		
HR / Adm / Payroll		
IT Manager and Operators		
Facility / Maintenance		
Facility Director	Positions range from entry level to 10+ years of experience. Educational levels range from High School level to master´s degrees	11-12 FTEs. Nordic anticipates that these positions will be filled with local resources.
WWTP Manager / Operators		
Maintenance Supervisor / Operators		
Security Guards		
Hatchery		
Hatchery Manager	Positions range from entry level to 10+ years' experience. Educational levels range from vocational school, aquaculture certificate to bachelor´s and master´s degrees.	17-18 FTEs. 1-2 positions may be filled by persons from outside of Humboldt, but the rest is anticipated to be filled with local people with background from HSU and/or CR
Hatchery Assistant Manager		
Aquaculture Supervisors		
Aquaculture Technicians		
Grow Out Facilities (Phase 1 & 2)		
Production Managers	Positions range from entry level to 10+ years' experience. Educational levels range from vocational school, aquaculture certificate to bachelor´s and master´s degrees.	56-58 FTEs. Most of these positions may be filled with local resources. The facility will be built in 2 phases which allows us to train most of the resources in-house.
Assistant Production Managers		
Aquaculture Supervisors		
Aquaculture Technicians		
Logistics & Feed Technicians		
Processing		
Processing Supervisors	Positions range from entry level to 10+ years' experience. Educational levels range from vocational school, aquaculture certificate to bachelor´s degrees.	35-38 FTEs. Nordic anticipates that these positions will be filled with local resources.
Processing Operators		
Quality Control		
Transportation Supervisors / Coordinators		
Quality / Lab		
Operational Quality Coordinator	Positions range from 3-5 years of experience to 10+ years' experience. Educational levels range from bachelor´s to PhD degrees.	8-9 FTEs. 1-2 positions may be filled by persons from outside of Humboldt, but the rest is anticipated to be filled with local people with background from HSU and/or CR
Operational Quality Laboratory Manager		
Operational Quality Technicians		
Environmental Controller		
Fish Health & Welfare Manager		
Total		**145-155 FTEs**

Notes: Nordic plans to employ 150 FTEs once the facility is in full operation. The exact number of positions per department will be finalized during operational planning, but Nordic expects the total number to be +/- 150 FTEs.

Based on the available training and education resources available in the immediate vicinity it is anticipated that the vast majority of these employees would be hired locally. Because the majority of future employees already live in the area, they would not create a significant demand for additional housing.

The Project would result in an increase in employees on the Samoa Peninsula, which could increase incidental demand for general retail and services such as lunch-time restaurants. An increase in these types of businesses would occur consistent with existing zoning in the area and the availability appropriately zoned land and commercial space. The impact would be less than significant.

Mitigation Measures: No mitigation is necessary

Level of Significance: Less than Significant

Ocean Discharge

The Ocean Discharge component would discharge water from the Terrestrial Development component. The Ocean Discharge outfall is already built and operational. Therefore, it would not be growth inducing as no new homes or businesses are proposed to serve this component and no new roads or other off-site infrastructure would be constructed. No employees would be associated with this component of the Project; therefore, it would not induce population growth. No impact would occur.

Mitigation Measures: No mitigation is necessary.

Level of Significance: No Impact

Humboldt Bay Water Intakes

The Humboldt Bay Water Intakes would retrofit the sea chests, upgrade water pipe runs on docks, and improve the sea chest intake infrastructure and installation of piping along the shoreline, and install a fire suppression line. This component is not growth inducing as it would not result in the construction of new homes or businesses, nor would it require the construction of new roads or other off-site infrastructure. Therefore, no impact would occur.

Mitigation Measures: No mitigation is necessary

Level of Significance: No Impact

Compensatory Off-Site Restoration

The Compensatory Off-Site Restoration component would improve habitat conditions. This component is not growth inducing as it would not result in the construction of new homes or businesses, nor would it require the construction of new roads of off-site infrastructure. No impact would occur.

Mitigation Measures: No mitigation is necessary

Level of Significance: No Impact

Impact POP-b: Would the Project displace substantial numbers of existing people or housing, necessitating the construction of replacement housing elsewhere? (Less-than-Significant)

Terrestrial Development

The Terrestrial Development component would be located on a parcel containing an industrial Brownfields site. No housing currently exists on the Terrestrial Development Site nor does the Project Site's zoning permit residential uses aside from a caretaker's residence. Thus, there would be no need for replacement of either affordable or market-rate housing. No impact would occur.

Mitigation Measures: No mitigation is necessary

Level of Significance: No Impact

Ocean Discharge

The Ocean Discharge component of the Project is located approximately 1.5 miles off-shore in the Pacific Ocean where no housing is present. Therefore, there would be no need for replacement of housing. No impact would occur.

Mitigation Measures: No mitigation is necessary

Level of Significance: No Impact

Humboldt Bay Water Intakes

The Humboldt Bay Water Intakes component would occur at existing docks and would install water pipelines underground. No housing or people currently reside along the pipeline alignments or at the docks. Therefore, the Humboldt Bay Water Intakes component would not displace existing people or housing. No impact would occur.

Mitigation Measures: No mitigation is necessary

Level of Significance: No Impact

Compensatory Off-Site Restoration

The Compensatory Off-Site Restoration Component would be located within the Humboldt Bay waters or within an undeveloped area where Spartina is prevalent. No housing or people occupy either location where restoration would occur. Therefore, the Compensatory Off-Site Restoration component would not displace existing people or housing. No impact would occur.

Mitigation Measures: No mitigation is necessary

Level of Significance: No Impact

Impact POP-C-1: Would the Project contribute to a cumulatively significant impact to Population and Housing? (No Impact)

As discussed above, the Project would not result in a significant increase in population and associated demand for housing. The Project would not result in new homes directly or indirectly. Nor would any new roads or other off-site infrastructure be constructed as a result of the Project. The Terrestrial Development component would generate approximately 150 new employment opportunities, however these are likely to be filled by residents of the Samoa Peninsula or surrounding communities, as there are training resources and educational programs that would support future workforce demands. There is potential for the Project could increase incidental demand for general retail and services such as lunch-time restaurants. An increase in these types of businesses would occur consistent with existing zoning in the area and the availability appropriately zoned land and commercial space. Any future development that would occur on the Samoa Peninsula or in the surrounding area would be subject to further site-specific development and environmental review to determine consistency with the Humboldt County General Plan, Humboldt Bay Area Plan, and other regional plans and policies, as appropriate. In addition, implementation of the cumulative projects listed in Table 3-1 (Projects Considered for Cumulative Impacts) would not displace substantial numbers of existing people or housing. No overlapping impacts from cumulative projects would occur.

Mitigation Measures: No mitigation is necessary.

Level of Significance: No Impact.

3.11.7 References

GHD and SHN. 2018. Samoa Peninsula Wastewater Project Planning and Design Study. May 2018.